

CALL THE BALL

VOL.2 NO .52

The Newsletter of the 130th Composite Squadron

DEC 2002

Activity - December 2002

1st Week
MIDDLE EAST (CADET)
SAFETY
EARLY TESTING

2nd Week
MORAL LEADERSHIP
FLIGHT TIME
_MITCHELL SPEECH

3rd Week
FLIGHT TIME / DRILL

4th Week
NO MEETING

ROA class this 13 Dec02 time 1830 at Burnsville city hall.

UNIFORM OF THE DAY 1 & 3rd weeks BDU — 2 & 4th BLUES



COMMANDER'S CORNER: Save often is my New Years Resolution (Doing it now) This is my third version of Issue #52. Fifty Two issues!! Amazing if you think about it. More writers are needed! Send your manuscripts for the fun packed 2003 issue today! The Christmas Season is nearing and we are all being bombarded with the message that we should buy more junk and forget the reason for this Holyday. This year lets us all (no matter what Faith) rededicate ourselves to practicing our religion. So, to our Jewish friends I say Shalom (Peace.) To our Muslim friends I say Eid Mubarak (Holiday Blessings) To my Christian Brothers Merry Christmas!

RADIO OPERATOR CLASS DEC 13th 1830 BURNSVILLE CITY HALL—Please set aside this time for a Radio Operator Class. See Lt Ployhar to obtain a form 7 and or more information.

G.L.A.D. Goals by Maï Bob Haase

Without clearly defined, measurable goals, your unit will lack direction and the ability to be successful. It is actually pretty easy to figure out if your goals are helping or hurting morale. Just ask yourself and your cadets "What are the goals of the unit?" Squadron goals need to be centered on the things cadets join CAP to do. Nobody joins so they can get promoted or so they can pass inspection. They join to fly, or do ES, or learn about the military. Goals can be very different from unit to unit. Some units spend all their time doing aerospace. Their goal may be to hold at least maximum "fly days" a year, hold ground school at the meetings, and maybe even create a "flightline" team that would specialize in maintaining and marshaling aircraft during missions. A unit that was into emergency services might have goals such as providing ES training at the meetings so cadets become qualified as early as possible, creating ground teams that go on missions, holding bivouacs etc. A military oriented squadron might have goals like winning cadet competition, increasing average PT

scores, hosting weekend leadership activities such as basic training weekends, drill instructor schools, cadet officer schools, etc. Another aspect of a good goal is that it must require the efforts of the entire unit. Everyone must be involved in accomplishing the goal. Now are all kinds of goals. Focus on things that will help the unit accomplish its goals, not the goals themselves. Finally, don't try to please everyone by adapting your goals to everyone's desires. If you try to please everyone, you end up pleasing no one. It is usually better for the cadet commander to decide what he or she feels passionate about, and then go in that direction. The main onus for accomplishing the goal falls on the leader, so if the goal reflects their passions, they will be more motivated to see it carried out.

Leadership

The leader makes sure that the other four elements are happening. The leader makes sure that the team is actively pursuing goals in a disciplined manner so that Esprit de Corps can increase. If you are a leader just ask yourself:

Am I providing clearly defined goals to my subordinates? Does everyone understand what our goals are, and am I telling them how the task we have just done is contributing to achieving our goal?

Am I showing my members our progress towards our goal?

Am I keeping my men busy with productive work that gets us closer to our goal.

Am I keeping every single member active and involved with the team's work?

Am I enforcing discipline as well as displaying self-discipline?

Am I making sure that everyone is included so that everyone will feel the Esprit de Corps that is developing now that we are accomplishing our goals? Do I actively promote the idea that our unit is special and the best at what it does? If you have a do-nothing cadet commander, then you normally have a do-nothing cadet corps. If you are actively leading your troops and not acting like you are lord of the manner, the squadron will normally do what you need them to do. In other words, if you take care of them, they'll take care of you.

Activity not activities.

While activities outside the weekly meeting are very important what we are talking about is being active when at CAP function. A busy cadet is a happy cadet. The average member would be happier digging a hole than stand-

ing around. Intuitively this seems incorrect, but in reality this is very true (just think about ex-cadet commanders who end up "cadet advisors". They have nothing to do and are usually bored and frustrated). Activities need to be productive, disciplined (because discipline ensures success), and led by someone who is known for taking care of their subordinates. At your meetings cadets should be busy from the second they arrive till the second they get into their car to go home. The cadet staff should arrive early so that they are ready to go when the airmen arrive. If cadets are there before opening formation, then they should be inspected and quizzed by their element leader in a friendly manner. This will improve inspections and increase the element's esprit. As a cadet commander, I never scheduled breaks in my meeting. If we needed a break we would take it, but we packed our schedule with classes, activities, and drill so that the cadets never got the opportunity to be bored. Scheduling a break just insures that you will lose any momentum built up to that point. We always ended out meetings with Monkey Drill. I think cadets today call it O'Grady or Knock Out. We would schedule 10 minutes for this little drill competition right before closing formation. If our other activities ran long or short, Monkey Drill gave us the flexibility to ensure that the meeting was active up to the last minute without going over the normal time. Monkey drill was also fun (the staff would go after the more disciplined airmen and try to make them smile), so it always ended the night on a good note. If the meeting is filled with paperwork or a boring class, you don't want that to be the last thing the cadets do before they leave. They should leave thinking "What a great meeting!"

Discipline

Being a Military organization, you would think that CAP people would understand discipline better. **Discipline is not punishment.** Discipline is control. When a cadet first joins CAP, enforced discipline is very important because they need to learn how to be a cadet very quickly. Most expect to be barked at by a drill instructor. And for a short time they will take the yelling and most will thrive on it. Soon the yelling will lose any utility and will be counter-productive. The goal is to create self discipline in our cadets. Everyone has heard the adage "Leadership by Example". This is pointless. You lead by example whether your example is good or bad. Better would be **Leadership by the RIGHT Example.** Leaders need to take a look in the mirror. Are you being the leader that you want your subordinates to be? Is your appearance what you expect from your cadets? Some leaders think that they have the right to live like pigs while they require their subordinates to be inspection-ready. I've seen cadet officers eat McDonalds in front of airmen who had to eat cold pancakes and sticky oatmeal. Nothing breaks down discipline faster

than unfairness and arrogance. Discipline requires the leader to act in an impeccable manner. It means the leader is the last to go to sleep, the last to get out of the rain, the last to eat, and the first to get up in the morning. To paraphrase "Dunks Almanac", if you have a cadet without a jacket, and you are wearing one, you aren't much of a leader. That cadet is certainly not going to make the effort to stay disciplined for a leader or organization that doesn't care about him or her.

The only privilege of command is command it-self.

Esprit de Corps

It isn't important that your unit be the best in the organization, it is only important that your people feel it is successful. It is not enough to just say it is, you need to show HOW it is. That means accomplishing goals as a disciplined team under the leadership of the cadet leaders. My team had pulled Latrine duty. As cadet leader I turned the situation around. We didn't just dig a hole. We set out to build the Taj Mahal of human waste disposal. We dug it twice as deep as needed, we built walls around it, and we even found materials to make a comfortable seat and hand rails. After building this monstrosity, we formed up, put our tools to right shoulder arms, and marched back to the main camp whistling the tune from the "Bridge on the River Kwai."

You know that your landing gear is up and locked when it takes full power to taxi to the terminal.

INTERESTING CAP / MILITARY LINKS

<http://www.cadetstuff.org/>
<http://www.pvtmurphy.com/>
<http://www.hackworth.com/>
<http://www.pacificsites.com/~brooke/Man.shtml#TM>
<http://www.capsupply.com/shop/enter.html>
<http://www.ltrronics.com/>
<http://www.aero.org/publications/GPSPRIMER/index.html>

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